

# The Bulletin of the Maryland Board of Social Work Examiners

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## From the Board Chair

### Licensing Exam

At the Fall Business Meeting of the Association of Social Work Boards (ASWB), there were several presentations, and some important decisions were made. One relates to the licensing exam. It was both interesting and heartening to learn of the improvements since 1994 in the examination process. Thomas M. Haladyna, Ph.D., a professor of educational psychology, who was hired by ASWB to perform an independent evaluation of the exam process, gave an encouraging report of the testing program utilized by ASWB. The presentation of what might be considered less than fascinating a subject matter was quite the opposite. There was a good explanation about the method of selecting questions and the job analysis that are part of the testing program and help ensure its validity.

In a related issue the ASWB delegates passed the proposal of the ASWB Finance Committee to increase the examination fee to \$175.00, a \$65.00 increase, the first increase in six years. There was considerable discussion about the proposal among the delegates with many raising concerns about an increase for new graduates of schools of social work, in addition to the low salaries offered in some individual states. However, this increase does not put our exam fees above other professions making similar salaries.

### Exam Alert

Our Maryland Board voted that applicants may sit for the LGSW or LSWA exams prior to graduating as MSWs or BSWs as long as they are in their last semester. The Board hopes that this will assist graduates with completing their exam just prior to graduation and applying for licensure so they may accept employment as social workers soon after graduation. Anyone wishing to take advantage of this new procedure should submit a social work application with the transcript of the courses taken, as well as a letter from the school attesting to the expected graduation date. (Please note this will not be implemented until regulations have been adopted).

### Licensing Issue

Our Board has received a few applications for licensing at the LCSW or LCSW-C level from persons who have not previously been licensed. It is extremely important for BSW and MSW graduates to know and understand that to practice social work in the state of Maryland, you MUST be licensed. In order to obtain a license at the LCSW or LCSW-C you must have been supervised for at least two years while being employed doing social work (with a LGSW license). According to the law governing the practice of social work, your work is NOT considered social work unless you are licensed. A supervisor must also have the appropriate credentials in order for the applicant for licensure at the LCSW or LCSW-C level to qualify to sit for the appropriate exam. The Board hopes that anyone who knows of someone who will be seeking a license or anyone who is supervising a person who will seek a license will assist in educating persons as to law and regulations. The Board for its part will also ensure that schools of social work are made aware of the implications of the law for new graduates.

*Sheila D. Scruggins, LCSW-C*

## RE M I N D E R

**As of October 1, 2000 it is explicit in the law that you have to be licensed as a LGSW prior to practicing social work and in order to begin to accumulate the hours necessary to apply for approval to sit for the LCSW or LCSW-C examination.**



## "FREQUENTLY ASKED QUESTIONS"

### *When will we have to start accumulating 40 CEUs for renewal of our licenses?*

The Board has voted to begin the requirement for the increase with the 2004 renewal. That means that licensees need to start accumulating the hours in 2002 for the 2004 renewal and in 2003 for the 2005 renewal. The Board considered implementing an immediate increase to 30 CEUs and then an additional increase to 40 CEUs, but determined that it might be less confusing to have one increase but to delay its implementation. Also proposed is the requirement of an ethics course during each renewal period. Please read the article by Committee Chair Laurie Thomas in this newsletter.

### *I've received calls from people wanting me to do a home study for an adoption. Can any licensed social worker do this?*

State of Maryland regulations do not permit individual social workers to complete home studies for adoptions. Only those employed by licensed child placement agencies are allowed to do these home studies. If you have questions or would like a copy of the Regulations about this issue, you may contact Bill Lee, Licensing Coordinator, Social Services Administration at the Department of Human Resources at (410) 767-7382.

### *Can I get credit towards my license for hours I was being supervised even though I did not have a license at the time?*

This question comes up frequently. In order to practice social work in Maryland, you must be licensed. Therefore, any experience gained during the time you were not licensed cannot count. (Please see Board Chair's article).

Mary C. Burke, LCSW-C, BCD  
Board Secretary

"Frequently Asked Questions" will be an ongoing column in the newsletter. Please submit any questions you would like to have addressed to: Newsletter Editor c/o the Board office.

## New Fees Announced

The headline in this notice surely does not make us feel happy, but reality dictates that periodic fee adjustment is necessary for the conduct of business. Since the early 1990's the Board of Social Work Examiners, as other Health Occupations Boards, has been self funded. The license fee that we all pay bi-annually funds the work of the Board as mandated by Statute. While changes in fees are unwelcomed, they are held to a minimum as the public and 10,000 Social Work license holders are served.

The Board, at its January meeting, proposed a fee schedule that will be implemented after publication in the Maryland Register. Most of us will be impacted at license renewal time whether that is in October of 2001 or, if you have just renewed, in October 2002. The new TWO YEAR fee for Social Work Associates (LSWA) will be \$75; for Graduate Social Workers (LGSW), \$150, and for Licensed Certified Social Workers (LCSW) as well as Licensed Certified Social Workers-Clinical (LCSW-C), \$200. This is paid at license renewal time, that is, every other year. Increases have also been proposed in application fees that are one time payments when individuals are initially licensed. We will review budgets annually, project in three year cycles and work very hard to maintain fees at a minimum. Specific announcements will be forthcoming to remind all applicants at time of renewal that a change has taken place.

Emanuel (Manny) Mandel, ACSW, LCSW-C  
Chair, Budget Committee

## Supervision Committee Update

The Supervision Committee reconvened in August 2000 to continue the process of developing new supervision regulations. This new committee contains representatives from the Department of Health and Mental Hygiene, the Department of Juvenile Justice, the Department of Corrections, the Department of Human Resources (Management Services), the Department of Social Services (Baltimore City and St. Mary's County), the Office of the Public Defender, the NASW, the Greater Washington Clinical Society, and the Maryland Legislative Council of Social Workers. They are a dedicated group and they have been working very hard for the social work profession in Maryland.

Until now, the Board had never developed a separate set of regulations outlining standards for supervision. This action is being undertaken because it was mandated in the new Maryland Social Workers Act-Revision that became effective on October 1, 2000.

Under the new statute, except for the LCSW-C level, all licensed social workers practicing in the state of Maryland must be supervised. (LCSWs do not have to be supervised unless they are doing psychotherapy). The new regulations being developed will indicate how that will occur by outlining the specific requirements of the supervisory relationship, the qualifications of supervisors, the responsibilities of the supervisor and the supervisee, and the specific circumstances that will allow an LGSW to supervise another LGSW or LSWA. Also, the new regulations will require a written contract between the supervisor and the supervisee, and will require supervisors to register with the Board. We believe these regulations will help strengthen the social work profession in Maryland and will ultimately guarantee greater public safety.

You will be made aware of the status of the regulations after the Board has thoroughly reviewed them and the approval process begins.

Wanda W. Moore, LCSW-C  
Chair, Supervision Committee

## State Board of Social Work Examiners

Board Members	Terms of Office
Sheila D. Scriggins, LCSW-C <i>Board Chairperson</i>	7/1/99 - 6/30/03
Mary C. Burke, LCSW-C, BCD <i>Board Secretary</i>	7/1/97 - 6/30/01
Charles W. Griffin, Ed.D <i>Consumer Board Member</i>	7/1/00 - 6/30/04
Emanuel (Manny) Mandel, LCSW-C <i>Board Member</i>	7/1/99 - 6/30/03
Wanda W. Moore, LCSW-C <i>Board Member</i>	7/1/98 - 6/30/02
Laurie T. Thomas <i>Consumer Board Member</i>	7/1/97 - 6/30/01
Vacancy, LSWA	
Vacancy, LGSW	
Vacancy, LCSW	
Vacancy, Two (2) LCSW-Cs	



## Examination Writers Sought

Interested in writing questions for the national social work examinations? The Association of Social Work Boards (ASWB), which develops and maintains the exams, is seeking examination question writers. Writers are paid a stipend of \$1,000.

Writers should have a degree in social work, a social work license, and the willingness to work with an editor to produce 30 acceptable questions in about eight months' time. They must also be available for three days training in Virginia during the summer. Travel, meals and lodging expenses for the training are paid by ASWB.

Writers will be chosen on the basis of gender, ethnic and geographic balance along with credentials and expertise. Recent BSW graduates are needed, as well as experienced clinical social workers. Applicants will also be asked to complete a short exercise to indicate probable success in writing items.

To apply, send a letter of application and a resume to: ASWB, 400 South Ridge Parkway, Suite B, Culpeper, VA 22701.

### News Release

**Association of Social Work Boards**

**400 South Ridge Parkway, Suite B**

**Culpeper, VA 22701**

**Contact: Kathleen Hoffman, (800) 225-6880, Ext. 3006**

## Continuing Education Regulations

As I write this article, the Board has finished their fine-tuning of the continuing education regulations revision that has been underway for over two years. The main purpose of the revision was to clarify portions which had been difficult to understand and to add or delete language to keep current with the practice. Several months ago the draft of the regulations as prepared by the Continuing Education Committee was presented to the Board. Changes have been made by the members since that time. Two of the changes are substantive.

The first major change is in the number of credits required for license renewal every two years. Although there was discussion about a change from 24 credits to 30 credits with an upgrade to 40 after a two year period, the Board voted for the 40 credit increase, but to delay its effective date until the year 2002.

The second substantive change is the provision that of the 40 credits required in each 2-year period, three (3) continuing education units will be required in a content area focusing on ethics and professional conduct. The Board members feel strongly that this is an area of education that is important for social workers because a large number of the disciplinary cases heard by the Board are a result of ethics violations.

Another change is the deletion of the Category III offerings. These have been combined in the Category II selections to facilitate the process.

The Board voted on the final draft of these regulations at the March meeting. The regulation adoption process, which is quite lengthy, now begins. After the Department of Health and Mental Hygiene signs off on them, they will be published in "The Maryland Register." A thirty day comment period for the public will follow the publication.

The final draft will appear on the Board's website at [www.dhbm.state.md.us/bswe](http://www.dhbm.state.md.us/bswe)

Laurie T. Thomas  
Consumer Board Member  
Chair, Continuing Education Committee

## Changes to Continuing Education Regulations

*The following information was written for and distributed to the Social Workers who voiced their objections and concerns regarding the proposed increase in the number of continuing education credits required for the renewal of licenses.*

The Board of Social Work Examiners is a public agency, established primarily for public protection. Maintaining professional competency, increasing professional skills and knowledge, preparing for new or expanded roles or responsibilities in the practice of social work and reinforcing appropriate professional attitudes are the objectives of the continuing education regulations. The Board believes that if these objectives are met by each licensee, through continued education, then the public, our clients, will be better protected. This was the primary rationale prompting the Board to increase the number of required continuing education credits along with changes to other sections of the regulations.

The proposed changes to the continuing education regulations were recommended by the Continuing Education Committee after an eighteen month long process. The committee included social workers from education, private practice, public sector, professional association and consumer groups. The process also included a public forum. Therefore, the Board had the benefit of the input from both the committee members and those who attended the public forum. In addition, the Board received important feedback from many licensees through numerous letters and phone calls.

The issues, questions, concerns, objections raised and suggestions offered were heard and considered by each Board member. In response, the Board is committed to:

- assisting in the identification of Board authorized sponsors of Category I credits on the Board's web page. Many of these sponsors offer programs at very low cost and are located throughout Maryland.
- considering the creation of Board sponsored Category I programs to be given at various locations and times and at low or no cost.
- suggesting to Board authorized sponsors to consider offering programs at reduced rates especially for social workers who are retired, on inactive status or have significant financial constraints.
- assisting licensees with understanding and utilizing the flexibility inherent in Category II. (ie: under the new proposed regulations, home study courses can count up to 20 credits in Category II.)
- contacting sponsors in order to address discrepancies between total credits earned by social workers and other professionals at the same conference.

Gloria Jean Hammel, LCSW-C  
Staff Social Worker

## BSWE Committee Chairpersons

### Disciplinary Case Review Committee

Charles W. Griffin, Ed.D, Consumer Member

### Continuing Education Committee

Laurie T. Thomas, Consumer Member

### Supervision & Credentialing Committee

Wanda W. Moore, LCSW-C

### Budget Committee

Emanuel (Manny) Mandel, LCSW-C

### Newsletter Committee

Mary C. Burke, LCSW-C, BCD



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Gloria Jean Hammel  
*Staff Social Worker*  
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*Administrative Specialist*  
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*Office Secretary*  
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*Office Secretary*  
Juanita Rhone  
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*Office Clerk*

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*Legislative/Regulations Specialist*  
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*Assistant Attorney General*  
Howard F. Kenney, Jr.  
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Mary C. Burke, LCSW-C, BCD  
*Editor*  
Harold G. Gordon  
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**Maryland State Board of Social Work Examiners**  
4201 Patterson Avenue  
Baltimore, Maryland 21215-2299

## State Board of Social Work Examiners

### Currently Sanctioned Licensees as of February, 2001

1. Beverly S. Allen Case #326	Licensee On Probation 06/29/00 - 06/29/02
2. Bonnie A. Cox Case #298	Placed On Probation & Reprimanded 01/13/99 - 01/13/01
3. Barbara Dieterle Case #221	License Revoked 03/13/98
4. Ronald Doswell Case #272	License Revoked 06/15/98
5. Lois A. Green Case #294	Licensee On Probation 10/13/99 - 01/13/01
6. Joseph R. Gulino Case # 331	License Suspended 12/31/99 - 12/31/01
7. Cheryl Ann Hess Case #345	License Suspended 06/27/00 - 07/27/01
8. Katherine High Cases #255 & #277	Licensee On Probation 06/29/00 - 06/29/03
9. Julia B. Jackson Case #198	Placed On Probation & Reprimanded 01/17/97 - Present
10. Deborah Anne Kollman Cases #257 & #307	License On Probation 02/24/00 - 02/24/02
11. Steven M. Mednick Cases #130 & #189	Licensee On Probation 09/01/98 - 09/01/01
12. Leon Raesly Cases #145, #159, #160 & #166	License Revoked 10/21/96
13. Ronald Stanley Cases #329 & #330	License Suspended 10/13/00 - Present
14. Patricia A. Tenanty Case #232	License Revoked 12/15/99
15. Keith A. Wagner Case #124	Licensee On Probation 05/13/94 - Present
16. Melita Williams Case #104	License Suspended 03/08/96 - Present

## From the Administrator's Desk A Change Involving Inactive Status

Beginning on October 1, 2000, any license placed on inactive status will have that status expire after a five (5) year period. This change comes as a result of the revisions to the Social Work Law passed in the 2000 Legislative Session. The new law requires the requesting licensee desiring inactive status to submit in writing to the Board an application for such status on a form provided by the Board. Upon receipt and approval of inactive status by the Board, the Board shall provide the licensee who has complied with the application requirements, a written notification of the following:

1. The date that the licensee's inactive status becomes effective;
2. The date that the licensee's inactive status expires; and
3. The consequences of not resuming active practice before expiration of inactive status.

Persons who had their licenses on the Board's Inactive List prior to October 1, 2000, will have a five (5) year period beginning with that date.

The Board will also advise applicants of the procedures that are necessary to re-activate a license.

## Address of Record with The Board of Social Work Examiners

Social workers should be aware that an official "Address of Record" must be maintained with the Board of Social Work Examiners. This address is to be used by the Board for communication purposes such as social work alerts, license renewals, newsletter, etc. Licensees should also be aware that this address may be shared with various organizations, local, state and federal agencies for a number of reasons, including data collection, surveys, solicitations for workshop participants, etc. If a licensee wishes that their "address of record" not be shared for other than Board communication purposes, a request must be placed in writing to the Board asking that a privacy flag be placed on the licensee's address.

## Re-Appointments To The Board

Mary C. Burke, LCSW-C, and Laurie T. Thomas, Consumer Member, were recently re-appointed to new four-year terms on the Board. Ms. Burke currently serves the Board as its Secretary and Newsletter Editor. Ms. Thomas currently chairs the Board's Continuing Education Committee. The Board is very pleased they have been re-appointed and have agreed to continue working on the Board.

Harold G. Gordon  
Executive Director